

**The Human Resources and Governance (HR&G) Committee is expected to consider HR&G Committee Agenda Item 5.1:**

***Recommendation regarding  
Election of Chief Executive Officer  
and Ratification of Officers of  
ERCOT***

**at its meeting on February 9, 2026.**

**The Board of Directors is expected to hear the HR&G Committee's recommendation on this matter as part of the HR&G Committee Report at the Board meeting on February 9-10, 2026.**

**Attached are the Board materials in relation to these agenda items.**



**Date:** February 2, 2026  
**To:** Board of Directors (Board)  
**From:** Peggy Heeg, Human Resources and Governance (HR&G) Committee Chair  
**Subject:** Election of Chief Executive Officer (CEO) and Ratification of Officers of ERCOT

## Issue for the ERCOT Board of Directors

**ERCOT Board of Directors Meeting Date:** February 9-10, 2026

**Item No.:** 14.1.1

**Issue:**

Whether to elect Pablo Vegas as the President and CEO of Electric Reliability Council of Texas, Inc. (ERCOT) and ratify other officers of ERCOT.

**Background/History:**

ERCOT must have a President and CEO and officers to perform statutory and corporate functions, and the Bylaws require election at least annually.

At its meeting on February 9, 2026, the HR&G Committee will consider the election of Pablo Vegas as President and CEO and ratification of officers recommended Mr. Vegas.

**Key Factors Influencing Issue:**

- Sections 4.10(b) and (c) of the *Amended and Restated Bylaws of ERCOT* require the Board to elect the CEO and ratify other officers.
- Section 7.1 of the Bylaws provides that the CEO also serves as President.
- Section 8.2 provides the CEO and other officers terms will not exceed one (1) year and may be re-elected or re-ratified for consecutive terms without limitation. Further, all officers hold offices until successors are chosen and qualified or until their earlier resignation or removal.

**Conclusion/Recommendation:**

The HR&G Committee is expected to recommend that the Board elect Pablo Vegas as President and CEO of ERCOT and ratify the following ERCOT officers for the 2026 year, while employed for a term not to exceed one year:

Senior Vice President and Chief Digital Officer – Jayapal Parakkuth;  
Senior Vice President and Chief Operating Officer – Woody Rickerson;



Senior Vice President, Chief Financial Officer, and Chief Risk Officer – Richard Scheel;  
Senior Vice President, Regulatory Policy, General Counsel, Chief Compliance Officer, and Corporate Secretary – Chad V. Seely;  
Vice President, Interconnection and Grid Analysis – Jeff Billo;  
Vice President, Chief Information Security Officer – Drew Bonser;  
Vice President, Commercial Operations – Keith Collins;  
Vice President, Legal and Compliance, and Assistant Corporate Secretary – Brandon Gleason;  
Vice President, IT Infrastructure – Bryan Hanley;  
Vice President, System Planning and Weatherization – Kristi Hobbs;  
Vice President, Public Affairs – Gilbert Hughes;  
Vice President, DevOps and Architecture – Ajay Mannepalli;  
Vice President, Enterprise Risk and Strategy – Adam Martinez;  
Vice President, Chief Technology Officer – Venkat Tirupati; and  
Vice President, System Operations – Dan Woodfin.



## **ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.**

### **BOARD OF DIRECTORS RESOLUTION**

WHEREAS, Electric Reliability Council of Texas, Inc. (ERCOT) must have a President and CEO and officers to perform statutory and corporate functions, and the Bylaws require election at least annually; and

WHEREAS, after due consideration of the alternatives, the Board of Directors (Board) deems it desirable and in the best interest of ERCOT to elect a President and CEO and ratify other officers for the 2026 year for a term while employed not to exceed one year;

THEREFORE, BE IT RESOLVED, that the Board hereby elects Pablo Vegas to serve as ERCOT President and CEO for a term while employed not to exceed one year; and

RESOLVED FURTHER, the Board hereby ratifies the following other ERCOT officers, each for a term while employed not to exceed one year:

Senior Vice President and Chief Digital Officer – Jayapal Parakkuth;  
Senior Vice President and Chief Operating Officer – Woody Rickerson;  
Senior Vice President, Chief Financial Officer, and Chief Risk Officer – Richard Scheel;  
Senior Vice President, Regulatory Policy, General Counsel, Chief Compliance Officer, and Corporate Secretary – Chad V. Seely;  
Vice President, Interconnection and Grid Analysis – Jeff Billo;  
Vice President, Chief Information Security Officer – Drew Bonser;  
Vice President, Commercial Operations – Keith Collins;  
Vice President, Legal and Compliance, and Assistant Corporate Secretary – Brandon Gleason;  
Vice President, IT Infrastructure – Bryan Hanley;  
Vice President, System Planning and Weatherization – Kristi Hobbs;  
Vice President, Public Affairs – Gilbert Hughes;  
Vice President, DevOps and Architecture – Ajay Mannepalli;  
Vice President, Enterprise Risk and Strategy – Adam Martinez;  
Vice President, Chief Technology Officer – Venkat Tirupati; and  
Vice President, System Operations – Dan Woodfin.



## **CORPORATE SECRETARY'S CERTIFICATE**

I, Brandon Gleason, Assistant Corporate Secretary of ERCOT, do hereby certify that, at its \_\_\_\_\_ meeting, the Board passed a motion approving the above Resolution by \_\_\_\_\_.

IN WITNESS WHEREOF, I have hereunto set my hand this \_\_\_\_ day of \_\_\_\_\_, 2026.

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Brandon Gleason

Assistant Corporate Secretary